

POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE *DECISION RECORD*

To be completed in cases where a decision is required

DECISION OF POLICE AND CRIME COMMISSIONER

Date: Tuesday 18 July 2023

Officers present: Police and Crime Commissioner and Andy Champness

Received in OPCC Date:

OPCC Ref: EXE0028-23

Title: People Zone Staffing and funding

Summary of Issue:

People Zones is an initiative funded and led by a project team in the Office of the Police and Crime Commissioner (OPCC). There are currently 3 People Zones; Bell Foundry (Charnwood), New Parks (City) and Thringstone & Whitwick (North West Leicestershire).

During 2022, the staffing structure for People Zones consisted of 1 x Community Development Lead and 1 x Project Support Officer. As the Community Development Lead was due to go on maternity leave in December 2022, a review of the team structure was undertaken. A decision was made to have 2 x Community Development Officers on a Fixed Term Contract (FTC) to allow for cover and support during the maternity leave period.

Recruitment took place in July 2022 where 1 x Community Development Officer was successfully appointed on an 18-month contract which is due to end in March 2024. The applicant who came in second in the process (previously undertaking the role of Project Support Officer) was offered a role on a 12-month FTC which is due to end 31st October 2023. As the FTC contracts are nearing the end, an options paper was submitted to consider the future of the roles to enable People Zones to continue to develop.

The staffing structure for People Zones currently consists of the following:

- Community Development Lead x 1 (currently on maternity leave).
- Community Development Officer x 2

The lead role provides the strategic direction to People Zones and would need to consider, evaluation of the project 1 year post research, and review and establish new areas for People Zones.

Recommendations presented:

Three options were presented with the following recommendation:

That 2 x Community Development Officers (SO1) be made permanent to support the Lead.

This will provide continued stability for People Zones and allow for the evaluation of project with the support from the strategic lead. It would also give more scope for identifying and starting up new People Zones whilst providing support to existing ones.

This option allows for additional support during the transition period of the returning Community Development Lead and officers will be able to pick up additional streams of work such as the Community Leadership Programme however there may be external concern about additional growth in the office.

Key discussion points

The recommendations were discussed in detail. The final decision to support and approve Option B was made by the PCC.

OFFICE OF PCC APPROVAL

Chief Executive or Chief Finance Officer:

I have been consulted about the proposal and confirm that appropriate advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner

Signature:

Name: Kira Hughes Date: 20th July 2023

Publication Scheme

Decision of Monitoring Officer:

As Monitoring Officer for the Office of Police and Crime Commissioner for Leicestershire I have determined that:

It is appropriate to publish this record of decision made by the Police and Crime Commissioner

It is not appropriate to publish the contents of the report proposing this course of action prepared by either of the senior post holders in the Office of the Police and Crime Commissioner for Leicestershire (i.e. either the Chief Executive or Chief Finance Officer) because it contains personal information which may affect employee negotiations.

Signature:

Name: Andy Champness Date: 20th July 2023

Police and Crime Commissioner for Leicestershire

Having received the advice set out above and reviewed relevant documentation my decision in regard of this matter is:

Supported

Signature Date: 2/8/23

Rani Mahal